



ROCKVILLE, MARYLAND

September 12, 2012

Dear Montgomery County Democratic Precinct Official,

Last spring, all nine Montgomery County Councilmembers – all Democrats -- voted to support a critical reform at the Montgomery County Police Department. The County Executive – a Democrat – signed it into law.

Under existing County law, collective bargaining remains available for wages and benefits and workplace conditions, and every union in the County has the right to bargain for them.

“Effects bargaining”, however, means that Police Chief Tom Manger has to bargain the effects of any management decision with the Fraternal Order of Police leadership. Such mandated bargaining prevents the Chief from effectively carrying out his job of managing the Police Department in the most productive and efficient way possible -- protecting both his officers and the lives and property of County residents

No other police union in the State of Maryland has “effects bargaining.” No other Montgomery County employees’ union group has this power in their contract.

That’s why the County Council -- all progressive Democrats and all of whom have been elected with the endorsement of County unions – **unanimously** repealed “effects bargaining” last year. That’s why the County Executive -- another longtime ally of labor – signed it into law.

We ask for your support FOR Question B.

The FOP has said this is an “attack on labor” *a la* Wisconsin. That is not true.

Even with the repeal of effects bargaining, the Police Department will still maintain its requirement to bargain with the Fraternal Order of Police leadership on wages, benefits, hours, working conditions, grievances, schedules, leave and more...just like other County unions and other police unions around the State.

Here are just a few examples of the consequences of “effects bargaining”:

- Under effects bargaining, the distribution of critical police equipment must be bargained with the Union.
- Under effects bargaining, police officers still don’t have to sign their time cards. Can you imagine working at an agency where managers can’t even require employees to sign time cards?

- When the Police Chief needed to redeploy officers last year to immediately respond to an uptick in crimes against residents and property in Silver Spring and the Route 29 corridor last year, the Union leaders demanded that he bargain over that – even though officers had already volunteered to shift to meet the problems!
- The Police Department’s revised policy on “Use of Force” -- important to protecting the public and officers alike – was sent to the Police Union for their “approval” on June 27, 2008. More than four years later, Chief Manger is still waiting. **In all, 15 policies are awaiting union “approval” -- 12 of them for over two years.**
- The Police Chief could not even require that police officers have County email accounts – or check their email. It took months to negotiate that common sense measure with Union leaders.
- The Police Chief wanted to require that officers use yellow “Police” armbands in situations where officers in civilian clothes responded off-duty to incidents (such as the Discovery standoff) – in order to protect officers from “friendly fire” and make clear to civilians who were the police in a given situation. Using effects bargaining, the Union objected.

As Democrats, it is our job to protect our government and make sure that it serves our residents well. We have seen what Republicans will do with government services – starve them, make them fail, and get the people to turn against them.

With this reform, we will have a better department, the union will maintain its collective bargaining rights and the Police Chief will have the basic management rights he needs to manage the department – protecting officers and the lives and property of County residents.

Support collective bargaining. Support progressive government.

Vote FOR Question B.

Sincerely,



Ike Leggett
County Executive



Roger Berliner
County Council President